



Benefits Summary

Mid-Management/Confidential

Compensation	
Bi-lingual pay	\$75.00 per month
Merit Increases	5% increase (providing the employee is not at the top step) at 6 months and annually thereafter. Probation period is 1 year following appointment for non-safety positions.
Tuition Reimbursement	\$750.00 per semester, \$1,500.00 max per year
Health and Welfare	
Health Care	<p>- As of 1/1/18, the City will pay up to 80% cost of Kaiser Sacto Region for applicable level: employee only, employee plus one, employee plus two or more (\$563.17 / \$1,126.34 / \$1,464.24).</p> <p>- Employee pays difference between amount covered by the City and the plan chosen.</p>
Dental	City pays 100% of premium for employee and dependents: \$50.00 for ee only and \$112.00 for ee + 1 or more
Vision	City pays 100% of premium for employee which is \$7.00/mo. (employee pays for adding dependents per month: ee+ 1 is \$10.79 and ee + 2 or more is \$19.28)
Life Insurance	City pays 100% of premium (\$50,000): cost is \$10.50/mo.
Flexible Spending Accounts	Flexible spending accounts available and the cost is paid by employee (medical and dependent care)
Retirement	
Retirement	<p>- Miscellaneous: If hired prior to 2/11/11: Formula is 2.7% @ 55. Employee pays the entire employee portion at 8% and 3% of the employer portion (total of 12%)</p> <p>- Miscellaneous: If hired on or after 2/11/11 but before 1/1/13 (or considered a "classic" CalPERS employee with less than 6 month break per the PEPRAs regs), formula is 2% at 60. Employee pays entire employee portion of 7% and 3% of the employer portion (total of 10%).</p> <p>- Miscellaneous: If hired on or after 1/1/13 and considered a "new" CalPERS employee, formula is 2% at 62 per the PEPRAs regulations. Employee pays member portion of 6.25% and 3% of the employer portion (total of 9.25%)</p>
Social Security	The City of Lincoln is an agency that participates in social security, pays social security taxes, and participates in the CalPERS retirement system.

Health Insurance for Retirees	If hired after 1/1/98, employee on vesting system (government code 22893) - 100% City Coverage after 20 yrs. based on current State Annuitant Contribution 100/90 formula (weighted average of the premiums of the four largest health benefit plans); must have 5 yrs. vesting with Lincoln and must retire from the City.
Deferred Compensation	Plans available for employee participation only; City does not participate
Leaves	
Vacation ¹	0 years - 3 years = 10, 8-hour days
	3 ^(+ 1 day) - 5 yrs = 11, 8-hour days
	5 ^(+ 1 day) - 8 yrs = 15, 8-hour days
	8 ^(+ 1 day) - 11 yrs = 16, 8-hour days
	11 ^(+ 1 day) - 13 yrs = 17, 8-hour days
	13 ^(+ 1 day) - 15 yrs = 18, 8-hour days
	15 ^(+ 1 day) - 18 yrs = 19, 8-hour days
	18 ^(+ 1 day) + yrs = 26, 8-hour days
Administrative Leave ³	8 days per year (64 hours); cannot be cashed out (must be used within calendar year)
Bereavement Leave	Up to 3 Days; If 400 miles of travel (+ 2 days out of sick leave accrual)
Holiday ³	9 designated holidays, plus 2 floating holidays
Sick Leave ²	12 days per year

Footnotes:

(1) Maximum accruals allowed is 240 hours. If employee reaches the maximum, the accruals cease.

(2) Maximum accruals allowed is 1440 hours. If employee reaches the maximum, the accruals cease.

(3) Holiday and Administrative Leave does not accrue or rollover to following year.